

EMPLOYEE PLANS FY 2010 WORK PLAN



The FY 2010 EP Work Plan includes seven operating priorities which address EP's mission in FY 2010 of protecting retirement plan assets and the benefits of plan participants. The integral focus of the EP Work Plan is to foster and promote plan sponsors compliance with the applicable Internal Revenue Code provisions. While the Determination, Voluntary Compliance and Technical Activities programs are designed to assist plan sponsors compliance with the Internal Revenue Code (IRC), EP Examinations and the EP Compliance Units ensure compliance through their enforcement actions. Overall, the EP Work Plan supports the IRS's Strategic Plan which outlines two goals that guide the direction of the IRS:

- Improve service to make voluntary compliance easier
- Enforce the law to ensure everyone meets their obligation to pay taxes

EP will further support these goals by investing in two strategic foundations: our people and our technology.

The seven EP operating priorities for FY 2010 are as follows:

- Develop strategies and capabilities to address key international issues impacting the Employee Plans sector. Enhance coordination within the IRS and with international organizations to proactively target areas of significant risk through education and outreach, determinations, guidance, voluntary compliance, and enforcement activities.
- Analyze the 401(k) Questionnaire Compliance Check responses and prepare a report and other materials to share findings with EP stakeholders. Use the findings to address non-compliant behaviors in the 401(k) market segment through education and outreach, determinations, guidance, voluntary compliance, and enforcement activities.
- In collaboration with the TE/GE Federal, State & Local Governments and Indian Tribal Governments offices, work with the governmental plans community to:
 - improve communication through outreach, education, guidance, and self-help tools; and
 - share data from the questionnaire pilot, other EP sources and Governmental Plans web page at www.irs.gov/ep.
- Continue to proactively address and deter abusive transactions by:
 - Utilizing Promoter Investigations as an enforcement strategy to deter the marketing of abusive promoter schemes involving retirement plans;
 - Increasing cross-functional collaboration to evaluate emerging compliance issues and identify additional complex international transactions;
 - Developing strategies for identifying and addressing new abusive schemes while considering civil or criminal fraud where applicable;
 - Using EP Compliance Unit (EPCU) resources to leverage coverage and expand compliance contacts in areas where analysis has indicated potential abuses, data inconsistencies, and/or areas of non-compliance; and,
 - Sharing with the general public new potentially abusive schemes and emerging issues of interest/concern to the IRS as they are identified.

- Modernize the Retirement Plans Community web page (www.irs.gov/ep), making all CE&O web-based information and products, including the Fix-It Guides, more accessible for our customers and easier to find and use.
- Ensure the staggered determination process stays on schedule by:
 - Proactively addressing the implications of the expected surge in Form 5307 receipts by working cross-functionally with EO, BSP and W&I to design business rules and workarounds to ensure effective case processing for all TE/GE workstreams and timely processing applications without disrupting EO workstreams;
 - Completing work on defined benefit pre-approved lead plans by issuing opinion and advisory letters;
 - Analyzing previous cycle data and filing patterns and implement effective changes to the staggered process; and,
 - Implementing methods designed to increase efficiency and more timely issued determination letters.
- Complete implementation of a program for IRC 403(b) arrangements by:
 - Opening the pre-approved plan program, and
 - Issuing draft revenue procedure on a program for individually designed 403(b) arrangements.